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Results of Pay Survey for the Cleveland-Akron, Ohio Metropolitan Area

Workers in the Cleveland-Akron, Ohio metropolitan area averaged \$16.66 per hour during January 2000, according to a new wage study released by the U. S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Peter J. Hebein reported that white-collar workers averaged \$20.16 per hour and accounted for 52 percent of the workers studied. Blue-collar workers, representing 31 percent of all workers, averaged \$14.21 per hour, while the remaining 17 percent worked in service occupations and earned \$10.25 per hour. (See table 1.)

The National Compensation Survey (NCS) presents straight-time earnings for all occupations in establishments with 50 or more workers in private industry and State and local government. It excludes those in agricultural establishments, private households, the self-employed, and the Federal Government. This survey studied 306 firms representing 789,800 workers within the Cleveland-Akron, Ohio metropolitan area, which includes Ashtabula, Cuyahoga, Geauga, Lake, Lorain, Medina, Portage, and Summit Counties. Eighty percent of those represented worked in private industry.

In the Cleveland-Akron metropolitan area, average hourly wages were published for more than 100 detailed occupations. Among white-collar workers, registered nurses earned \$21.30, secretaries averaged \$13.98, and cashiers received \$7.45. Within the blue-collar occupational group, electricians averaged \$21.10 per hour, truck drivers were paid \$14.02 and stock handlers and baggers earned \$9.29. Service occupations included janitors and cleaners at \$10.14 and cooks at \$9.08.

The NCS also provides broad coverage of selected occupational characteristics. For example, full-time employees in the Cleveland-Akron area averaged \$17.84 per hour and part-timers earned \$9.00. Union workers in blue-collar jobs averaged \$16.81 per hour, while their non-union counterparts made \$12.16. (See table 2.) Private industry workers in establishments employing 50-99 workers averaged \$14.28 per hour and those in establishments with 500 or more employees earned \$18.76. (See table 3.)

The NCS is part of a statistical program that will eventually integrate three separate surveys of wages and benefits into one comprehensive compensation program increasing the amount of data available. Data provided by the NCS may be

used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. Average rates of pay are also available for levels of work within an occupation based on knowledge, skill, independent judgment, supervision received and other factors required on the job.

Survey Availability

Complete survey results are contained in the National Compensation Survey, Cleveland-Akron, OH, January 2000, (Bulletin 3105-06). Copies of survey tables are available on the BLS Internet site at: <http://stats.bls.gov/comhome.htm> and from the Bureau's automated fax-on-demand service in Chicago at (312) 353-1880, menu option 1. Using a touch-tone telephone, up to four documents at a time can be ordered and faxed to you within minutes, 24-hours a day.

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Printed copies of this survey are available for purchase for \$8.00 from the Bureau of Labor Statistics, Publications Sales Center, P. O. Box 2145, Chicago, IL 60690. Telephone orders using a credit card (MasterCard, Visa or Discover/NOVUS) or GPO Deposit Account may be placed between 8:00 AM and 3:00 PM Central Time at (312) 353-1880. The BLS Publication Sales Center stocks National Compensation Surveys for all areas nationwide, as well as other BLS publications.

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Technical Note

The list of establishments from which a survey sample is selected is developed from State unemployment insurance reports. Each sampled establishment is randomly selected with a probability proportional to its employment. Use of this technique means that the larger the establishment's employment, the greater its chance of selection. Weights are applied to each establishment when the data are tabulated, so that a sampled establishment represents all establishments of similar size and employment.

The next step in sample selection is a probability sample of occupations within the selected establishment. As with establishments, occupations are selected using a probability proportional to the number of employees within each occupation. Therefore, the occupations with the largest number of employees have the greatest probability of being selected. After being selected, jobs are classified based on the Census of Population system of approximately 480 occupations. Data are then broken down by numerous workforce characteristics. Wage rates for different work levels within occupation groups also are published. The process of determining these work levels is called generic leveling. (See Appendix B of the published report or Fax-on-Demand Document No. 9455.)

Generic leveling ranks and compares all randomly selected occupations in an establishment using the same 10 leveling factors: knowledge, supervision received, guidelines, complexity, scope and effect, personal contacts, purpose of contacts, physical demands, work environment, and supervisory duties. Each of the first nine factors (supervisory duties are excluded) contains a number of levels and each level has an associated written description and point value. The total number of points determines the overall level of the occupation. (See Appendix C of the published report or Fax-on-Demand Document No. 9456.) Additional information on survey methodology is available in Appendix A of the published bulletin, from the Internet at <http://stats.bls.gov/compub.htm> and as Document No. 9704 on the BLS Fax-on-Demand.

Table 1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, January 2000

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$16.66	2.1	\$15.88	2.5	\$20.05	3.1
All excluding sales	16.66	2.1	15.83	2.5	20.06	3.1
White collar	20.16	2.8	19.37	3.5	22.95	4.1
White collar excluding sales	20.60	2.8	19.82	3.5	22.97	4.1
Professional specialty and technical	24.05	2.4	22.69	3.1	27.10	4.3
Professional specialty	25.65	2.5	24.35	3.2	28.02	4.4
Engineers, architects, and surveyors	30.06	3.8	30.12	3.9	—	—
Electrical and electronic engineers	31.60	8.3	31.60	8.3	—	—
Industrial engineers	26.88	5.4	26.88	5.4	—	—
Mechanical engineers	23.94	6.2	23.94	6.2	—	—
Engineers, n.e.c.	31.32	4.7	31.32	4.7	—	—
Mathematical and computer scientists	28.04	2.8	28.45	2.5	—	—
Computer systems analysts and scientists	27.95	3.5	28.44	3.3	—	—
Natural scientists	—	—	—	—	—	—
Health related	23.17	4.4	22.29	4.3	28.76	14.4
Physicians	33.71	21.8	—	—	—	—
Registered nurses	21.30	1.8	20.87	1.5	24.45	8.7
Physical therapists	28.43	5.3	28.43	5.3	—	—
Teachers, college and university	33.98	5.3	33.08	7.6	—	—
Teachers, except college and university	28.17	6.3	15.34	13.4	31.80	5.7
Prekindergarten and kindergarten	17.44	33.3	—	—	—	—
Elementary school teachers	32.11	4.5	—	—	34.91	3.7
Secondary school teachers	33.71	5.6	21.42	7.1	—	—
Teachers, n.e.c.	23.75	14.5	—	—	25.07	14.8
Librarians, archivists, and curators	23.74	10.4	23.10	14.6	24.80	13.6
Librarians	21.41	8.8	18.98	6.0	24.94	13.6
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	17.11	6.1	14.52	3.7	18.26	7.4
Social workers	17.11	6.1	14.52	3.7	18.27	7.5
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	20.51	7.8	19.91	8.3	—	—
Professional, n.e.c.	19.33	10.3	18.05	11.3	—	—
Technical	18.13	6.3	18.18	7.0	17.80	11.1
Radiological technicians	18.25	6.8	19.03	5.0	—	—
Licensed practical nurses	15.39	5.2	14.50	1.8	—	—
Health technologists and technicians, n.e.c.	15.10	7.3	15.89	4.8	—	—
Electrical and electronic technicians	19.88	9.1	19.88	9.1	—	—
Engineering technicians, n.e.c.	12.63	10.8	12.56	11.0	—	—
Drafters	14.96	9.5	14.95	9.6	—	—
Technical and related, n.e.c.	18.27	12.5	18.95	15.6	16.42	6.1
Executive, administrative, and managerial	28.56	4.2	29.30	4.6	25.92	9.6
Executives, administrators, and managers	32.86	5.5	34.07	6.0	28.66	12.5
Administrators and officials, public administration	26.31	25.3	—	—	26.31	25.3
Financial managers	34.87	7.9	34.89	7.9	—	—
Managers, marketing, advertising, and public relations	33.49	5.1	34.44	4.4	—	—
Administrators, education and related fields	35.66	7.9	23.11	21.8	38.42	6.0
Managers, medicine and health	33.35	21.4	33.35	21.4	—	—
Managers, service organizations, n.e.c.	24.42	23.8	—	—	—	—
Managers and administrators, n.e.c.	33.85	10.6	34.70	10.9	—	—
Management related	20.43	3.4	20.41	4.1	20.48	5.3
Accountants and auditors	19.33	6.3	19.18	7.0	—	—
Other financial officers	21.61	10.9	21.97	12.3	—	—
Personnel, training, and labor relations specialists	20.96	5.2	21.36	7.5	20.36	5.7
Management related, n.e.c.	20.48	5.9	20.12	6.8	—	—
Sales	16.64	12.3	16.64	12.3	—	—
Supervisors, sales	20.52	13.6	20.52	13.6	—	—
Sales, other business services	31.30	10.4	31.30	10.4	—	—
Sales representatives, mining, manufacturing, and wholesale	32.96	7.1	32.96	7.1	—	—

See footnotes at end of table.

Table 1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, January 2000 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar —Continued						
Sales —Continued						
Sales workers, other commodities	\$8.44	8.0	\$8.44	8.0	—	—
Cashiers	7.45	4.1	7.31	3.9	—	—
Sales support, n.e.c.	13.84	17.0	13.84	17.0	—	—
Administrative support, including clerical	12.43	3.2	12.25	3.8	\$13.18	3.8
Supervisors, general office	15.50	7.8	—	—	—	—
Supervisors, distribution, scheduling, and adjusting clerks	13.64	14.1	—	—	—	—
Secretaries	13.98	3.0	14.39	3.5	12.99	4.8
Receptionists	11.35	5.5	10.72	4.8	—	—
Order clerks	12.57	17.5	12.57	17.5	—	—
Personnel clerks, except payroll and timekeeping	17.04	11.5	16.96	15.2	—	—
Library clerks	9.88	5.4	—	—	9.71	6.1
Records clerks, n.e.c.	11.56	7.4	11.73	8.4	—	—
Bookkeepers, accounting and auditing clerks	12.36	3.2	11.85	2.4	—	—
Payroll and timekeeping clerks	13.77	6.4	13.16	5.5	—	—
Billing clerks	12.03	10.0	12.03	10.0	—	—
Telephone operators	10.13	5.9	10.13	5.9	—	—
Dispatchers	10.21	20.5	—	—	—	—
Traffic, shipping and receiving clerks	12.94	6.2	12.94	6.2	—	—
Insurance adjusters, examiners, and investigators	13.25	4.6	13.25	4.6	—	—
Investigators and adjusters, except insurance	13.58	9.2	13.56	10.0	—	—
General office clerks	12.42	4.3	11.85	3.9	13.87	9.9
Data entry keyers	10.69	3.6	—	—	—	—
Administrative support, n.e.c.	12.98	4.6	13.31	4.5	10.11	12.4
Blue collar	14.21	2.5	14.04	2.6	16.36	3.4
Precision production, craft, and repair	18.50	2.4	18.70	2.7	17.04	3.0
Industrial machinery repairers	19.05	7.5	19.07	7.5	—	—
Machinery maintenance	12.23	9.8	—	—	—	—
Millwrights	23.12	4.7	23.12	4.7	—	—
Mechanics and repairers, n.e.c.	17.74	6.2	17.71	8.0	—	—
Electricians	21.10	5.3	21.40	5.6	—	—
Plumbers, pipefitters and steamfitters	20.49	11.7	22.20	11.6	—	—
Supervisors, production	17.41	7.7	17.41	7.7	—	—
Tool and die makers	20.51	7.9	20.51	7.9	—	—
Machinists	15.24	6.0	15.24	6.0	—	—
Miscellaneous precision workers, n.e.c.	15.88	4.5	15.88	4.5	—	—
Inspectors, testers, and graders	15.42	8.2	14.30	8.5	—	—
Machine operators, assemblers, and inspectors	13.50	3.6	13.48	3.6	—	—
Punching and stamping press operators	13.57	21.5	13.57	21.5	—	—
Grinding, abrading, buffing, and polishing machine operators	14.30	11.2	14.30	11.2	—	—
Fabricating machine operators, n.e.c.	16.37	11.1	16.37	11.1	—	—
Molding and casting machine operators	11.66	8.8	11.66	8.8	—	—
Printing press operators	15.00	7.9	15.00	7.9	—	—
Packaging and filling machine operators	13.46	11.5	13.46	11.5	—	—
Miscellaneous machine operators, n.e.c.	13.98	4.5	13.89	4.6	—	—
Welders and cutters	18.22	12.1	18.22	12.1	—	—
Assemblers	12.66	7.4	12.66	7.4	—	—
Production inspectors, checkers and examiners ..	13.76	8.4	13.76	8.4	—	—
Transportation and material moving	15.16	4.9	14.63	6.2	16.61	6.1
Truck drivers	14.02	8.9	13.99	9.4	—	—
Bus drivers	15.68	1.9	—	—	15.76	1.9
Industrial truck and tractor equipment operators ..	13.88	6.8	13.88	6.8	—	—
Handlers, equipment cleaners, helpers, and laborers	10.71	3.7	10.57	3.8	13.53	6.6
Groundskeepers and gardeners, except farm	10.39	9.3	10.31	9.9	—	—

See footnotes at end of table.

Table 1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, January 2000 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers —Continued						
Stock handlers and baggers	\$9.29	5.4	\$9.26	5.5	—	—
Machine feeders and offbearers	9.01	12.5	9.01	12.5	—	—
Freight, stock, and material handlers, n.e.c.	10.01	9.2	10.01	9.2	—	—
Hand packers and packagers	10.72	10.2	10.72	10.2	—	—
Laborers, except construction, n.e.c.	12.08	8.8	11.49	11.7	—	—
Service	10.25	4.9	8.13	3.4	\$15.00	5.5
Protective service	13.77	11.6	8.03	8.7	17.36	4.8
Firefighting	15.91	4.3	—	—	15.91	4.3
Police and detectives, public service	19.66	3.0	—	—	19.66	3.0
Guards and police, except public service	8.28	10.4	7.90	9.1	—	—
Food service	7.14	5.5	6.68	5.7	10.61	4.9
Waiters, waitresses, and bartenders	3.28	15.2	3.28	15.2	—	—
Bartenders	5.64	36.2	5.64	36.2	—	—
Waiters and waitresses	2.92	12.4	2.92	12.4	—	—
Waiters'/Waitresses' assistants	2.80	16.6	2.80	16.6	—	—
Other food service	8.91	4.4	8.55	4.9	10.61	4.9
Supervisors, food preparation and service	12.91	7.7	13.10	9.1	—	—
Cooks	9.08	4.1	8.94	4.9	—	—
Kitchen workers, food preparation	7.06	8.2	7.06	8.2	—	—
Food preparation, n.e.c.	8.44	5.8	7.44	3.4	11.01	5.8
Health service	9.57	2.6	9.19	2.2	12.37	6.7
Health aides, except nursing	11.06	5.4	9.97	5.9	13.49	3.0
Nursing aides, orderlies and attendants	8.94	2.0	8.95	2.1	—	—
Cleaning and building service	10.02	6.4	9.30	8.4	11.42	7.6
Maids and housemen	7.49	4.8	7.49	4.8	—	—
Janitors and cleaners	10.14	7.3	9.63	10.3	11.02	7.6
Personal service	13.56	15.0	10.62	9.2	16.88	11.8
Service, n.e.c.	12.05	18.0	8.53	13.0	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around

a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Cleveland-Akron, OH, January 2000**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$17.84	\$9.00	\$17.73	\$16.23	\$16.46	\$20.43
All excluding sales	17.67	9.34	17.91	16.14	16.68	15.94
White collar	21.37	11.24	21.32	19.94	19.88	25.26
White-collar excluding sales	21.36	13.17	22.21	20.27	20.63	19.07
Professional specialty and technical	24.54	18.86	28.12	22.86	24.07	—
Professional specialty	26.25	19.65	29.87	24.26	25.65	—
Technical	18.36	14.98	17.03	18.31	18.14	—
Executive, administrative, and managerial	28.63	22.64	20.12	28.99	28.49	30.25
Sales	21.50	6.88	10.10	17.45	11.01	28.19
Administrative support, including clerical	13.06	8.59	12.72	12.37	12.45	—
Blue collar	14.78	7.93	16.81	12.16	14.15	15.02
Precision production, craft, and repair	18.50	—	20.13	16.77	18.52	—
Machine operators, assemblers, and inspectors	13.55	8.07	16.95	11.44	13.50	13.43
Transportation and material moving	15.51	11.88	15.59	14.40	14.89	18.44
Handlers, equipment cleaners, helpers, and laborers	12.25	7.27	13.15	9.14	10.64	—
Service	11.73	6.58	14.57	8.00	10.26	—
	Relative error ⁶ (percent)					
All occupations	2.1	4.6	2.6	2.8	2.1	11.6
All excluding sales	2.0	5.2	2.6	2.8	2.1	8.9
White collar	2.5	8.3	5.2	3.2	2.7	15.4
White-collar excluding sales	2.4	12.0	5.4	3.2	2.8	25.1
Professional specialty and technical	2.5	5.2	4.6	2.8	2.4	—
Professional specialty	2.5	5.5	4.4	3.0	2.5	—
Technical	6.7	3.4	11.5	7.1	6.4	—
Executive, administrative, and managerial	4.2	9.9	11.0	4.3	4.3	16.2
Sales	12.7	2.6	7.8	12.9	7.9	14.4
Administrative support, including clerical	2.0	7.4	6.6	3.5	3.3	—
Blue collar	2.4	4.1	2.9	3.1	2.6	8.4
Precision production, craft, and repair	2.4	—	3.1	3.5	2.5	—
Machine operators, assemblers, and inspectors	3.6	4.6	4.7	3.8	3.8	11.4
Transportation and material moving	4.2	10.5	6.2	7.3	5.2	5.0
Handlers, equipment cleaners, helpers, and laborers	3.4	3.8	4.1	3.2	3.7	—
Service	5.4	4.7	5.6	3.3	5.0	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

⁶ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 3. **Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Cleveland-Akron, OH, January 2000**

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
	Mean				
All occupations	\$15.88	\$14.28	\$16.34	\$14.63	\$18.76
All excluding sales	15.83	13.40	16.46	14.62	18.96
White collar	19.37	19.31	19.39	18.59	20.20
White-collar excluding sales	19.82	18.92	19.98	19.30	20.60
Professional specialty and technical	22.69	18.13	23.34	22.83	23.72
Professional specialty	24.35	16.94	25.19	25.91	24.70
Technical	18.18	19.91	17.78	14.88	20.38
Executive, administrative, and managerial	29.30	35.43	28.02	28.49	27.52
Sales	16.64	20.22	14.16	14.75	—
Administrative support, including clerical	12.25	11.69	12.37	11.62	13.17
Blue collar	14.04	12.62	14.45	12.49	18.56
Precision production, craft, and repair	18.70	17.49	18.97	16.73	21.82
Machine operators, assemblers, and inspectors	13.48	11.10	14.20	12.10	19.01
Transportation and material moving	14.63	15.97	14.20	12.64	17.79
Handlers, equipment cleaners, helpers, and laborers	10.57	10.70	10.53	9.96	12.21
Service	8.13	6.59	8.89	8.21	10.17
	Relative error ⁴ (percent)				
All occupations	2.5	8.1	2.6	4.0	3.0
All excluding sales	2.5	7.4	2.7	4.1	3.0
White collar	3.5	11.6	3.4	6.0	3.2
White-collar excluding sales	3.5	12.1	3.5	6.6	3.2
Professional specialty and technical	3.1	11.5	2.9	5.3	3.4
Professional specialty	3.2	15.4	2.7	5.1	2.8
Technical	7.0	13.3	7.9	4.8	12.1
Executive, administrative, and managerial	4.6	14.3	3.7	5.5	5.0
Sales	12.3	22.0	10.3	12.6	—
Administrative support, including clerical	3.8	6.6	4.4	7.1	3.0
Blue collar	2.6	5.0	3.1	3.8	2.9
Precision production, craft, and repair	2.7	5.5	3.1	4.8	4.0
Machine operators, assemblers, and inspectors	3.6	6.1	4.0	4.8	3.5
Transportation and material moving	6.2	9.5	6.9	9.6	4.7
Handlers, equipment cleaners, helpers, and laborers	3.8	6.6	4.7	4.9	8.7
Service	3.4	7.6	4.0	3.2	10.6

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.